

B U D G E T S U M M A R Y

Category	2019 Actual	2020 Actual	2021 Budget	2022 Budget	2022/2021 Variance
Expenditures					
Personnel Costs	\$175,435	\$156,787	\$199,328	\$205,692	\$6,364
Operation Costs	\$5,565	\$19,335	\$64,223	\$53,789	(\$10,434)
Debt & Depreciation	\$0	\$0	\$0	\$0	\$ 0
Capital Outlay	\$0	\$0	\$0	\$0	\$ 0
Interdepartmental. Charges	\$99	\$0	\$45	\$99	\$ 54
Total Expenditures	\$181,099	\$176,122	\$263,596	\$259,580	(\$4,016)
Revenues					
Direct Revenue	\$151	\$3	\$0	\$0	\$ 0
Intergovernmental Revenue	\$0	\$0	\$0	\$0	\$ 0
Indirect Revenue	\$0	\$0	\$0	\$0	\$ 0
Total Revenues	\$ 151	\$3	\$ 0	\$ 0	\$0
Tax Levy	\$180,948	\$176,119	\$263,596	\$259,580	(\$4,016)
Personnel					
Full-Time Pos. (FTE)	3.0	0.0	3.0	3.0	0.0
Seasonal/Hourly/Pool \$	\$27,444	\$0	\$25,320	\$25,320	\$ 0
Overtime \$	\$105	\$0	\$0	\$0	\$ 0

Department Mission:

To promote and enforce merit-based personnel practices to support a high-quality County workforce and public trust in effective County government. To ensure public confidence that Milwaukee County government acts with the highest integrity and in the public interest. The department strives to assure fair and impartial due process hearings for the suspension, demotion, or discharge of County employees in the classified service as provided by law.

Department Description:

Personnel Review Board and Civil Service Commission Description: Chapter 63 of the Wisconsin State Statutes establishes Milwaukee County's Civil Service System, which is carried out by the Civil Service Commission ("Commission") and the Personnel Review Board ("PRB"). The Commission and the PRB are separate, quasi-independent entities that each consist of five citizen members who are appointed by the County Executive and confirmed by the County Board of Supervisors.

Ethics Board Description: The Milwaukee County Ethics Board is the primary source of interpretation of the Milwaukee County Ethics Code, and it is supported by two to three staff members who also support the Personnel Review Board and Civil Service Commission. The Ethics Board provides advisory opinions; assesses potential ethical issues; provides periodic government ethics education; and enforces the Ethics Code through investigation, hearings, and resolution processes.

**PERSONNEL REVIEW BOARD, CIVIL SERVICE COMMISSION,
ETHICS BOARD (1120) BUDGET**
Department: **PRB, CSC, ETHICS**

UNIT NO. **1120**
FUND: **General — 0001**

Major Changes in FY 2022

The Ethics Board is working with the Information Management Services Division (IMSD) to create an online filing system for Statements of Economic Interests (SEI's). The intent is to make the filing process easier for required filers utilizing a digital database going forward. No other major changes are anticipated for 2022.

Strategic Program Area 1: Personnel Review Board

Service Provision: Discretionary

How We Do It: Program Budget Summary					
Category	2019 Actual	2020 Actual	2021 Budget	2022 Budget	2022/2021 Variance
Expenditures	\$168,583	\$150,321	\$245,546	\$230,535	(\$15,011)
Revenues	\$151	\$3	\$0	\$0	\$ 0
Tax Levy	\$168,432	\$150,318	\$245,546	\$230,535	(\$15,011)
FTE Positions	3.0	3.0	3.0	3.0	0

What We Do With It: Activity Data				
Activity	2019 Actual	2020 Actual	2021 Target	2022 Target
Number of Meetings	25	23	26	26
Number of Cases Filed	94	48	84	80
Cases Closed	99	43	74	74
Number of Cases Heard by the PRB	16	9	14	14
Written Decisions Issued During the Year	16	9	14	14
Number of Determinations Appealed	1	0	0	0
Number of Pending Court Cases	1	0	0	0

How Well We Do It: Performance Measures				
Performance Measure	2019 Actual	2020 Actual	2021 Target	2022 Target
Average Number of Days to Resolve a Case	35	31	30	30
Cases Closed in 90 Days	(96%)	98%	98%	98%
Days Between Hearing and Written Decision	24	21	21	21

Strategic Overview:

Chapter 33 of the Milwaukee County General Ordinances delegates certain statutory duties of the Civil Service Commission to the PRB. The PRB provides a quasi-judicial forum in which to hear disciplinary suspensions, demotions, or discharges from classified County service; to review grievance appeals under Chapter 17.205 of the Milwaukee County Ordinances; and to ensure the proper execution of County civil service rules, policies, and procedures.

Strategic Implementation:

The 2022 Budget reflects the relative consistency in volume of charges for employee disciplinary matters and continued levels of service, training, and outreach. The 2022 Budget for the Personnel Review Board maintains its five part-time non-County employee Board members as well as its high level of service.

Strategic Program Area 2: Civil Service Commission

Service Provision: Mandated

How We Do It: Program Budget Summary					
Category	2019 Actual	2020 Actual	2021 Budget	2022 Budget	2022/2021 Variance
Expenditures	\$12,517	\$11,611	\$5,250	\$13,745	\$8,495
Revenues	\$0	\$0	\$0	\$0	\$ 0
Tax Levy	\$12,517	\$11,611	\$5,250	\$13,745	\$8,495
FTE Positions	0.0	0.0	0.0	0.0	0.0

What We Do With It: Activity Data				
Activity	2019 Actual	2020 Actual	2021 Target	2022 Target
Number of Commission Meetings	6	5	5	6
Number of BHD Hearing Examiner Meetings	2	2	1	0
Number of BHD Disciplinary Cases Filed	8	5	3	0
Number of Disciplinary Cases Heard by the Commission	1	4	4	0
Requests to Transfer Positions from Classified to Unclassified	7	6	3	3
Merit System and Other Non-Disciplinary Appeals	0	0	1	0
Changes to Civil Service Rules	0	0	1	0

How Well We Do It: Performance Measures				
Performance Measure	2019 Actual	2020 Actual	2021 Target	2022 Target
Average Number of Days to Resolve a Case	61	84	75	0
Cases Closed in 90 Days	(100%)	100%	100%	100%
Days Between Hearing and Written Decision	53	190	80	50

Strategic Overview:

The 2022 Civil Service Commission is comprised of five members. Appointments are made based on recognized and demonstrated interest in and knowledge of the problems of civil service. The Commission meets bimonthly to hear the Hearing Examiner's recommendations, if any, concerning the suspension, demotion, or discharge of County employees and to make its determination. The Commission also hears requests to move certain positions within the County from classified to unclassified status (and vice versa) as well as requests concerning changes to the Civil Service System.

**PERSONNEL REVIEW BOARD, CIVIL SERVICE COMMISSION,
ETHICS BOARD (1120) BUDGET**
Department: **PRB, CSC, ETHICS**

UNIT NO. **1120**
FUND: **General — 0001**

Strategic Implementation:

The Civil Service Commission primarily conducts hearings on merit system violations by Behavioral Health Division (BHD) employees and exercises administrative control over the merit system, including promulgation of the Civil Service Rules. Since 2014, BHD has been governed by an independent Mental Health Board, and suspensions and/or discharges of BHD employees are now heard by the Commission instead of the PRB. Most of the budget is devoted to legal fees for outside counsel and hearing examiners.

Strategic Program Area 3: Ethics Board

Service Provision: Discretionary

How We Do It: Program Budget Summary					
Category	2019 Actual	2020 Actual	2021 Budget	2022 Budget	2022/2021 Variance
Expenditures	\$0	\$14,190	\$12,800	\$15,300	\$2,500
Revenues	\$0	\$0	\$0	\$0	\$ 0
Tax Levy	\$ 0	\$14,190	\$12,800	\$15,300	\$2,500
FTE Positions	0.0	0.0	0.0	0.0	0.0

What We Do With It: Activity Data				
Activity	2019 Actual	2020 Actual	2021 Target	2022 Target
Meetings	5	5	4	4
Written Opinions	33	23	25	30
Investigation Requests/Verified Complaints Filed	3	1	1	0
Open Records Requests	10	4	6	8

How Well We Do It: Performance Measures				
Performance Measure	2019 Actual	2020 Actual	2021 Target	2022 Target
Average Number of Days to Issue Advisory	12	8	10	10
Average Number of Days to resolve Investigation Request/Complaint	84	15	30	75
Statement of Economic Interests Filings	98%	99%	100%	99%

Strategic Overview:

The Ethics Board is comprised of six members, each from a different nominating authority leading a longstanding, broad-based Milwaukee County entity interested in good government and institutional integrity. The Board meets on a quarterly basis (with special meetings scheduled as needed) to interpret the Ethics Code, provide formal advice via Advisory Opinions, develop educational materials, and investigate ethics complaints.

Strategic Implementation:

The 2022 Budget is focused on continuing to provide high levels of service, insight, and outreach to County employees, officials, and the public in an efficient manner.